Northeast & Caribbean Implementation Center

“New-Hampshirizing” Implementation Research
Making It Work for Your System

September 2013
Introduction

• Five Implementation Centers
• NCIC projects in Northeast
• New Hampshire Project: developing a practice model
• Child welfare field needs implementation capacity
Implementation Centers

Child Welfare Implementation Centers

- Western and Pacific, Regions 9 & 10
- Mountains and Plains, Regions 6 & 8
- Midwest Regions, 5 & 7

Northeast and Caribbean, Regions 1 & 2

Atlantic Coast, Regions 3 & 4
What Are the Stages of Implementation?

Implementation: “specified set of activities designed to put into practice an activity or program of known dimensions.” (NIRN)

Exploration

Program Design

Initial Implementation

Full Operation

Takes 2 to 4 years

Sustainability considered throughout

Implementation Research: A Synthesis of the Literature
The National Implementation Research Network (NIRN)
What Drives Effective Implementation?

Key Themes: Culture & Context, Readiness, Relationships
Leadership

- Leadership commitment & executive sponsorship
- Adaptive issues: motivation, consensus, communication
- Technical issues: time & resources
Competency

• New ways of work taught through training & coaching
• Selection of staff to be innovators
Organization

- New systems supports & organizational processes in place
- Data system in place
- Cultural issues considered
What was the NH Experience of Implementation?

Reflections from New Hampshire
What Do Strong Projects Look Like?

- Organization/system recognizes need for change
- Project is a priority for leaders
- There are project champions
- There is a strong voice of both front line & management
- There is active management of project in place
- Staff can describe project beyond “logic model”
- There is a strong, long, and embedded project evaluation
**Which drivers are most important to implementation projects at different stages of implementation?**

### Important Drivers over Phases of Implementation

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Discussion

Competency
Organization
Leadership
Closing